



**State of New Hampshire**  
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

Monadnock Education Support Staff Association/  
NEA-New Hampshire

Complainant

v.

Monadnock Regional School District

Respondent

Case No. M-0752-3

Decision No. 2005-033

ORDER

Pursuant to a written settlement agreement, submitted to the Board and signed by both the representative for the complainant and the representative for the respondent, its terms are hereby incorporated and made a part of this order as follows:

Agreement

1. Ms. B., the new hire referenced in the grievance, hired at a wage off-schedule on November 21, 2003, will be frozen on the 2004-2005 Step 10 salary and will remain on that step for the next six (6) school years or until such time as the annual salary for Step 5 in 2005-06, Step 6 in 2006-07, Step 7 in 2007-08, or Step 9 in 2008-9 exceeds the 2004-05 Step 10 salary.
2. It remains the position of the School District that decisions made to place an aide off-schedule are within the sole authority of the Board, through its designee, the administration, and are not grievable. This specifically includes determinations as to whether unusual qualifications exist. The Association does not concur with the position of the School District.
3. The following process will be followed when the administration (as the Board's designee) determines that off-schedule placement for an aide may be required:

- (a) The administration will post the aide job vacancy internally, stating that off-scale placement may be necessary.
- (b) A designated member of the administration will, following the posting, meet and confer with the Association President or his or her designee to obtain input from the association prior to the administration assigning the adjusted wage.
- (c) When the administration has assigned the adjusted wage, the administration's decision will be conveyed to the Association by letter
4. All pending matters at the PELRB, Case No. M-0752-3, are dismissed.
5. This Agreement is made without prejudice or precedent to the position of either party.

MONADNOCK EDUCATION  
SUPPORT STAFF ASSOCIATION  
NEA-NEW HAMPSHIRE

MONADNOCK REGIONAL  
SCHOOL DISTRICT

Mary E. Gaul  
Mary E. Gaul, UniServ Director  
NEA-New Hampshire


Margaret-Ann Moran  
Margaret-Ann Moran  
Counsel for the District

Dated: 1/13/05

Dated: 1/13/05

And therefore has been administratively dismissed, without prejudice.

Signed this 9<sup>th</sup> day of March, 2005.

  
DONALD E. MITCHELL  
Executive Director

Distribution: Mary E. Gaul, UniServ Director  
Margaret-Ann Moran, Esq.